



Aligning Education and Workforce: Combining Perkins and WIOA State Plans

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Agenda

- Overview of session and goals
- Peer discussion overview
- Resources to support state leaders
- Closeout



Meet the Speakers



Nick Moore

Acting Assistant Secretary

Office of Career, Technical, and
Adult Education



Henry Mack

Assistant Secretary

Department of Labor



Kim Vitelli

Administrator

ETA – Office of Workforce
Investment

Why Combine Perkins & WIOA Plans?

- Strengthening pathways from education → employment
- Increasing coordination, efficiency, alignment



AMERICA'S TALENT STRATEGY: BUILDING THE WORKFORCE FOR THE GOLDEN AGE

Education & Workforce Partnership

- Shared federal vision for a coordinated talent system
- Perkins V and WIOA aligned to support talent pipelines
- Education and workforce strategies are mutually reinforcing
- America's Talent Strategy elevates alignment and outcomes
- ED–Labor partnership supports state-led coordination



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Federal Vision for Combined Planning

- Overview of federal guidance
- Benefits of joint state planning
- Alignment with recent federal shifts



Updates Making Combined Plans Easier

- Policy updates (TEGL No. 05-25 [Maximizing Innovation in WIOA Programs], TEGL No. 07-25[Modification Requirements for WIOA State Plans])
- Streamlining requirements
- Integration opportunities across systems
- Shared review process between OCTAE and DOL
- Aligning plan deadlines



Foundational Planning Elements

- LMI review
- Joint stakeholder convenings
- Credentials of value
- Regional CLNAs
- Program-of-study gap analyses



Planning Elements of Perkins V and WIOA Plans

Labor Market Analysis	State Plan must align CTE programs with high-skill, high-wage, or in-demand occupations (Sec. 122(c))	State Plan must analyze labor market conditions and in-demand sectors (Sec. 102(b)(1))	One shared economic narrative reduces conflicting priorities
Stakeholder Engagement	Consultation with employers, educators, workforce, and community partners (Sec. 122(c)(1)(A))	Stakeholder engagement and public comment required (Sec. 102(b)(2))	Stakeholders engage once; input informs multiple systems
Regional Needs Assessment	CLNA required to assess workforce alignment (Sec. 134(c))	Regional planning required in designated regions (Sec. 106(c))	Regional priorities are aligned across education and workforce
Credentials of Value	Emphasis on recognized postsecondary credentials and technical skill attainment	Credential attainment tied to employment and earnings (Sec. 116)	Shared definition improves clarity and accountability
Program Alignment	Programs of study must align with labor market needs	Sector strategies must align services and training	Education supply and workforce demand are planned together
Employer Engagement	Employers validate programs and pathways	Employers drive sector strategies	Employers experience a single system, not silos



Labor Market Information Review

- Identifying high-skill, high-wage, in-demand sectors
- Aligning programs with LMI insights

Joint Perkins WIOA Stakeholder Planning

- Shared planning structures
- State and regional collaboration approaches



Employer Convenings by Career Cluster

- Why employer engagement matters
- Examples of effective convenings



Identifying Non-Degree Credentials of Value

- Criteria and process
- Role in combined planning



Collaborative Regional CLNAs

- Process overview
- Benefits of joint needs assessments



Program of Study Gap Analysis

- Aligning POS with LMI, credentials, and employer input
- Identifying improvement opportunities



Combined Planning & Workforce Strategy

- Workforce strategy starts with demand
- Education pipelines are part of the system
- Combined planning connects both



Sector Strategies

- Shared view of priority industries
- Demand signals + talent supply
- Consistent priorities across systems



Employer-Driven Training

- Employers shape training design
- Work-based learning pathways
- Apprenticeship and pre-apprenticeship
- Industry-recognized credentials



Education-to-Workforce Pipelines

- Where talent enters the system
- Secondary and postsecondary CTE
- Clearer pathways into jobs
- Fewer gaps between training and work



Flexibility Through Planning

- Flexibility as an advantage
- Aligned timelines
- Shared analysis and engagement
- Coordinated use of allowable options



Outcomes That Matter

- Training as a launchpad into better employment
- Earnings and wage progression
- Training tied to real opportunities



Telling a Clear Outcomes Story

- Education pipelines → workforce results
- Stronger connections across programs
- Clearer narrative for stakeholders



Accountability Without Change

- No changes to performance indicators
- No changes to statutory requirements
- Stronger coherence and transparency
- More credible system-level story



A Coordinated Approach

- Coordination, not consolidation
- Alignment, not mandates
- One system, multiple programs



Q & A

Next Steps

- Feedback survey
- Follow up for tailored support:
CTETA@neweditions.net
- Look out for our next webinar invitation